

Salem

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Board Members

Sarah A. Stanton (Chairperson),
Sally Hayes, Robert Lutts,
Dominick Pangallo, Marcia Pelletier

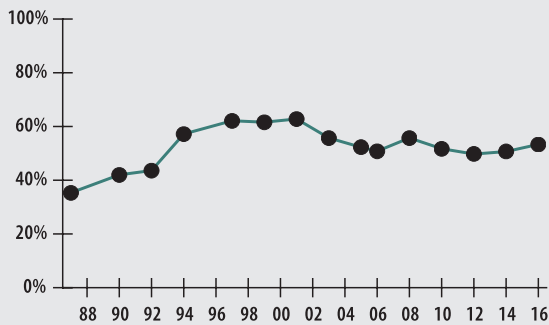
Board Administrator

Paul Findlen

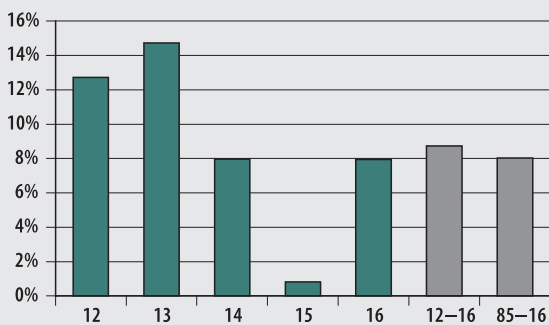
Board Meeting

Last Wednesday of each month

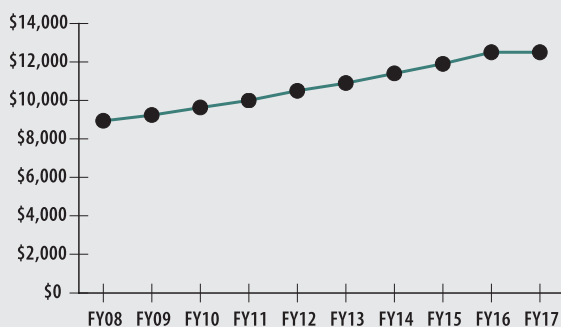
FUNDED RATIO (1987-2016)



INVESTMENT RETURN (2012-2016, 5 YEAR AND 32 YEAR AVERAGES)



10-YEAR HISTORY OF APPROPRIATIONS (IN THOUSANDS)



INVESTMENT RETURN HISTORY

32 years 2016
8.03%

31 years 2015
8.03%

30 years 2014
8.28%

10 years 2016
4.27%

10 years 2015
4.94%

10 years 2014
5.47%

5 years 2016
8.73%

5 years 2015
7.19%

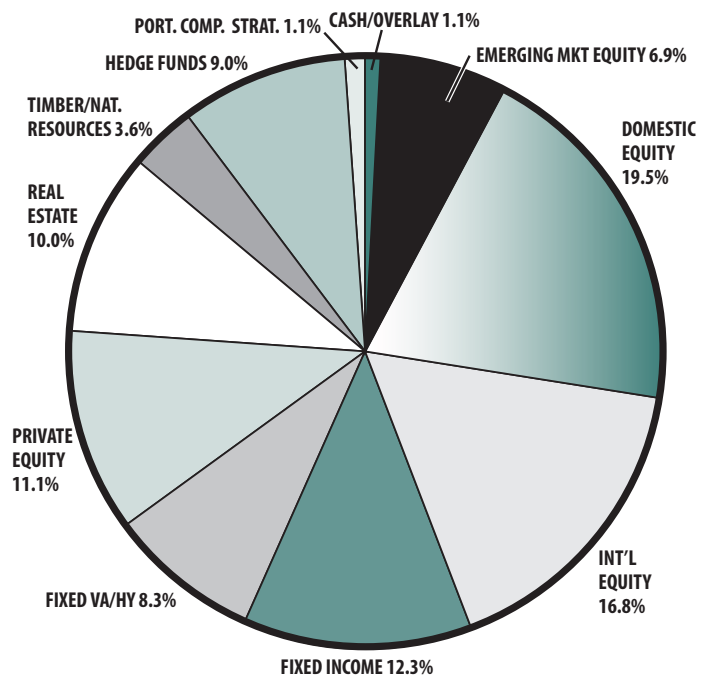
5 years 2014
9.57%

ACTUARIAL

▶ Funded Ratio	53.3%
▶ Date of Last Valuation	01/16
▶ Actuary	The Segal Company
▶ Assumed Rate of Return	7.50%
▶ Funding Schedule	5.15% Total Increasing
▶ Year Fully Funded	2031
▶ Unfunded Liability	\$125.7 M
▶ Total Pension Appropriation (Fiscal 2017)	\$12.5 M

	ACTIVE	RETIRED
▶ Number of Members	910	573
▶ Total Payroll/Benefit	\$43.9 M	\$13.4 M
▶ Average Salary/Benefit	\$48,300	\$23,400
▶ Average Age	49	75
▶ Average Service	12.2 years	NA

ASSET ALLOCATION (12/31/16)



EARNED INCOME OF DISABILITY RETIREES (2015)

▶ Number of Disability Retirees	51
▶ Number Who Reported Earnings	14
▶ Number of Excess Earners	0
▶ Total Amount of Refund Due	\$0

▶ 2016 Return	7.94%
▶ 2016 Market Value	\$150.4M
▶ 2012-2016 (Annualized)	8.73%
▶ 1985-2016 (Annualized)	8.03%